

## ***COMMANDANT'S UPDATE TO THE FIELD***

### **REGIMENTAL UPDATE**

**ADJUTANT GENERAL'S CORPS REGIMENTAL DAYS:** June 2010 will be the most significant period for the Regiment since it was created in 1987. On 11 Jun 10, the Regiment will open and induct its first class into the AG Corps Regimental Hall of Fame. Information was mailed in Jan 10 outlining the criteria and eligibility to be elected. Nomination packets will be voted and those chosen for the Hall of Fame will be honored in an induction ceremony at 0900, 11 Jun 10. The ribbon cutting to officially open the Hall of Fame will occur immediately following the induction ceremony. The National AG Regimental Ball will be held at 1800 that evening in the Fort Jackson NCO Club. MR. DAVE RATLIFF/ (803)751-8300/david.ratliff1@us.army.mil

**LTG TIMOTHY J. MAUDE SERIES LECTURE:** The AG School will host the 7<sup>th</sup> leadership lecture sponsored by the LTG Timothy J. Maude Foundation at the Solomon Center, Fort Jackson at 1400 on 23 Mar 10. MG Sean Byrne, Commanding General, Human Resources Command, is the guest speaker. He will address SSI students, cadre, Ft Jackson leaders, community leaders, and the Richland County Sheriff's Department. The Maude Leadership Lecture series intent is to inspire young Soldiers to become strong leaders in our Army. It is also intended to provide students, leaders, and the greater HR community with increased opportunities to enhance leadership skills and classroom training by engaging with current and former leaders of the Army. LTC CHERYL MARTINEZ/ (803)751-8400/Cheryl.martinez@us.army.mil

### **EXTERNAL SUPPORT**

**FORSCOM's Silver Scimitar (Lite) (SS (L)) 16-22 Nov 09, Ft Eustis, VA:** SSI deployed three personnel (2 from AGS & 1 from Capabilities Development and Integration Directorate (CDID)) as Subject Matter Experts (SME) for a company-level, multi-echelon collective training event, to train HR core competencies. The last week of SS (L) tested the abilities of the units to perform their deployed HR missions in a mature theater of operations in Southwest Asia. The training audience consisted of 296 personnel from ARNG, USAR, and Active Army HR units.

**CASCOM's 103d ESC Command Post Exercise-Sustainment (CPX-S) 21 Feb - 4 Mar 10, Ft Lee, VA:** SSI provided three personnel (2 from AGS & 1 from SSI-G3) as Subject Matter Experts (SMEs). Training in HR core competencies for the first three days of the CPX-S focused on the 103d ESC G1 personnel and their duties and responsibilities as the GO level headquarters over the multi-component sustainment organizations in Iraq.

**3d HRSC PRE-MOBILIZATION:** Pre-mobilization training included AGS supported events. The first event was executed in coordination with the 4th Battle Command Training Brigade (BCTB), 75th Battle Command Training Division (BCTD). This was an MDMP training event with the 3d HRSC. The next event was a Theater-Level HR

Operations conference. The intent of the conference was to provide HR doctrinal training under the auspices of Army HR Transformation for deploying theater-level HR units. The 3d HRSC is scheduled to replace the 310<sup>th</sup> HRSC in Kuwait.  
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### **OFFICER TRAINING UPDATE**

**BATTLE COMMAND TRAINING SUPPORT PROGRAM (BCTP):** At the direction of TRADOC, the AGS developed a concept and road ahead to incorporate gaming with the development of a brigade level HR training database. The Training Database (main effort) is currently being tested at the AGS. The new database will allow for 5000 Soldiers in 4200 authorized positions to be used as a training tool in virtual classrooms with the capability to support 50 students per class. The gaming cadre (supporting effort) is responsible for incorporating real world scenarios into avatar based training events that lead to HR students exercising cognitive thinking. The scenario will allow students to exercise DCIPS, DTAS and eMILPO while exercising their knowledge of casualty operations, replacement operations, postal operations, awards, Line of Duty investigations, and officer and enlisted evaluation reports.  
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**EXPERIENTIAL LEARNING MODEL (ELM):** AGCCC transitioned to the new Experiential Learning Model (ELM) common core curriculum in a small group configuration of 1:16 instructor to student ratio. Feedback from students continues to be positive with most citing the ability to gain more one on one time with instructors as well as the ability to learn from other student's experiences as the two largest improvements in the classes. POI development of ELM HR technical lessons is projected for implementation in 3<sup>rd</sup> Quarter, FY 10.  
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**HUMAN RESOURCE MANAGEMENT QUALIFICATION COURSE – RESERVE COMPONENT (HRMQC-RC):** The HRMQC-RC Course Administrative Data (CAD) and Program of Instruction (POI) for both Phase 1 (distributed Learning - dL) and Phase 2 (Resident) were approved by TRADOC in Jun 08. Students are required to complete Phase I, 80 hours of dL, followed by Phase II, 80 hours of resident training. The new dL Modules are currently at Army Training Support Center (ATSC) for testing of playability and Sharable Content Object Reference Model (SCORM) compatibility. Current resident instruction is being rewritten to ensure it complements the new dL material.  
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### **ENLISTED PROPONENCY AND TRAINING UPDATE**

**SECURITY CLEARANCE: CMF 42 SOLDIERS MUST HAVE A VALID SECRET SECURITY CLEARANCE NLT 1 OCT 10.** Currently, there are 11,267 of 14,053 (82%) AC; 10,234 of 15,940 (64%) RC; and 12,541 of 17,334 (72%) NG enlisted Soldiers with security clearances. Leaders must ensure Soldiers are expeditiously processed through respective S2's for their security clearance upon arrival at units.  
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MILITARY OCCUPATION CLASSIFICATION AND STRUCTURE (MOCS) CHANGE FOR MILITARY OCCUPATIONAL SPECIALTY (MOS) 42A HUMAN RESOURCES SPECIALIST, CAREER MANAGEMENT FIELD (CMF) 42: The Army G-1 (DAPE-PRP-CSB) approved MOCS request from the Soldier Support Institute (SSI) to re-grade selected positions in MOS 42A to improve enlisted grade distribution at Skill Levels 1 and 2 to enhance career progression within CMF 42. Implementation instructions announced by memorandum, Notification of Future Change (NOFC) E-1004-16 is posted in the electronic DA Pam 611-21 Smart-book at <https://smartbook.armyg1.pentagon.mil/default.aspx>.  
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### **CAPABILITIES DEVELOPMENT AND INTEGRATION DIRECTORATE UPDATE**

FM 1-0, HUMAN RESOURCES SUPPORT: The CG, CAC approved the publication of FM 1-0 on 9 Mar 10. The publication will now be sent to the Army Publishing Directorate for publishing and posting to their publications site. The new FM 1-0 consolidates FMI 1-0.01, S-1 Operations, and FMI 1-0.02, Theater Level HR Support, into a single source doctrinal publication for HR support. Major changes include the introduction of enduring principles, the removal of the term "R5" from doctrine, restructuring of the HR Company headquarters, incorporation of FDU changes for a multifunctional HR Platoon, and a reduction in core competencies from 10 to 4. FM 1.0 will be available via Army Publishing Directorate (APD), SSI/AGS web sites, and S-1 Net.

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### **INTER-SERVICE POSTAL TRAINING ACTIVITY UPDATE**

INTER-SERVICE POSTAL TRAINING ACTIVITY (IPTA): IPTA and SSI's Training Development Division (TDD) continue to improve the training for IPTA students. Current initiatives to implement United States Postal Service (USPS) Trans 380 (Credit/Debit Card Reader) training to all students attending the DoD's only Military Postal School and updating all POI's to reflect current updates to USPS and DoD Postal policies are underway. IPTA replaced all old Integrated Retail Terminal (IRT) systems with refurbished equipment from USPS. This initiative will enhance equipment operability as well as student learning. The Postal Mobile Training Team (MTT) missions continue to be a large part of the overall IPTA training load. IPTA recently completed postal training for 44 members of the 502<sup>nd</sup> HR Co, Ft Hood, TX. IPTA is currently supporting an MTT mission at Ft Bragg, NC for 60 students with 21 being US Navy Individual Augmentees (IA) from Norfolk, VA. Additional civilian/military manpower authorizations have been approved to ensure IPTA remains in a position to continue MTT support throughout FY10.

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## **ARMY BANDS PROPONENCY OFFICE UPDATE**

**ARMY ENTERTAINMENT AND ARMY BANDS PARTNERSHIP:** In a new partnership with Army Entertainment, the Army School of Music will provide four highly skilled and recently graduated 42R Soldiers and NCOIC to lead an international music tour organized by Army Entertainment deploying to OIF in March and April. As AG leaders, we need to continue to strengthen our connection with MWR support to Soldiers. Specifically in our role as HR professionals and in deployed operations, the G1 level oversight for Army Bands, as well as MWR activities pays big dividends in boosting Soldier's morale.

## **INTEGRATED PERSONNEL AND PAY SYSTEM – ARMY (IPPS-A)**

The Army G1 IPPS-A Functional Management Division (FMD) and Program Manager conducted a functional assessment and concluded that PeopleSoft is a viable Enterprise Resource Program (ERP) solution for the build out of the Army's integrated personnel and pay system. The current focus of the G1 IPPS-A team is on completing the IPPS-A Acquisition Strategy and getting the Milestone B decision (IPPS-A development and testing phase) from the Under Secretary of Defense, Acquisition, Technology, and Logistics (USD, AT&L) during 4<sup>th</sup> Quarter, FY 10.

As SSI's lead element, the AG School has engaged in the development of key documents required for the IPPS-A Acquisition Strategy, in particular the Capabilities Development Document (CDD) and Systems Training Plan (STRAP). Of particular note, the AG School ensured that both the draft CDD and Initial STRAP documents included the critical training requirement for an interactive IPPS-A Training System (database). This capability will significantly enhance future HR institutional and unit sustainment training.

As the Army moves forward to develop IPPS-A, training products will be upgraded, and an Electronic Performance Support System (EPSS) "help tool" will be developed to help Soldiers and HR experts learn and operate the new system. The AG School will remain fully integrated with the IPPS-A Program Management team and continue to keep HR professionals posted on the status of the IPPS-A Program and associated training products.

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## **TRAINING DEVELOPMENT DIRECTORATE**

**ADJUTANT GENERAL CRITICAL TASK SITE SELECTION BOARDs (CTSSBs):** The AGS and the SSI Training Development Directorate (TDD) conducted an enlisted CTSSB in January and an officer CTSSB in February. The purpose of the CTSSB is to determine critical tasks for all skills levels across both domains. A warrant officer CTSSB is scheduled for 22 – 26 March 2010. Board members, representing the field, reviewed data from Army-wide surveys and used their experience and knowledge to identify critical tasks that are performed across the AG Corps. After identifying critical tasks, board members spent three days in smaller panels conducting critical individual

task analysis. This analysis identifies the conditions, performance steps, and standards for successful task performance. This information will be used to ensure training is kept current and relevant based upon requirements of the operational force. The information will also lead to the publication of Soldier Training Publications (STP). This broad holistic review across all three domains (officer, warrant officer, enlisted) to identify training requirements is critical because of the change in structure, doctrine, and personnel that has occurred over the last several years.

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BLACKBOARD (Bb) ALC/SLC PILOTS: The SSI Training Development Directorate (TDD) continues to lead the way in TRADOC and the Army with the implementation of enlisted HR (42A) courseware on-line utilizing the Blackboard (Bb), an enterprise solution. This supports AC/RC courseware equivalency as well as the Electronic Testing (eTesting) mandated by the CG, SSI. Pilots of ALC/SLC were simultaneously conducted on Bb for the RC at Camp Parks, CA 5 Feb – 5 Mar 10 as well as concurrently in the SSI NCOA at Ft Jackson, SC. Full implementation of ALC/SLC training on Bb is planned following the pilots. Training conducted utilizing Bb provides several advantages. It saves resources by reducing the need for most hardcopy printed material; reducing instructor time manually grading tests; and maintaining inventories of hardcopy material. It leverages technology, aligning Soldier training platforms and strategies with those used by civilian colleges and universities, paving the way for integration of Interactive Multimedia Instruction (IMI) in the courseware thus providing blended training. Finally, it aligns AC with RC training by providing the same courseware instantaneously to both resident training as well as RC training regardless of locations in CONUS and OCONUS.

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DIGITAL TRAINING MANAGEMENT SYSTEM (DTMS): The mandatory use of DTMS to manage and record unit and individual training became effective 18 Jan 10, (para 1-21, AR 350-1, Army Training and Leader Development). DTMS is a Web-based, commercial, off the shelf software application customized to implement FM 7-1. DTMS provides commanders/trainers access to all proponent approved collective and individual tasks in Combined Arms Training Strategies (CATS) and the Army Universal Task List (AUTL). DTMS is a tool that provides the commander and unit leaders with the ability to plan, resource, and manage unit (collective) and individual training strategies at all levels. All approved Human Resources collective and individual tasks are available within DTMS. DTMS is available at detachment and higher echelons. Access to DTMS is managed at the installation level. If your unit does not have an active account with DTMS, contact your Brigade S3 or Installation G3 Training Office for assistance in establishing an account. Additional information is provided on the DTMS Web site at <http://dtms.army.mil/dtms> or available at the DTMS HELP desk by calling COM (913) 684-2700, DSN 552-2700 or toll free (877) 241-0347.

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HUMAN RESOURCES COMBINED ARMS TRAINING STRATEGY (CATS): CATS for the Human Resources Sustainment Center and Human Resources Company (AC and RC versions) are now available on AKO, <https://www.us.army.mil/suite/page/232>, until

they are posted to the Digital Training Management System. Once inside AKO at the CATS Homepage, on left side in box titled, EXSUMs by Proponents, click on SSI.

CATS provide Commanders/leaders with a template for task-based and event-driven organizational training. They can be adapted to the unit's requirements based on the Commander's/leader's assessment. Each CATS describes how a particular unit type can train to and sustain the Army standard. CATS is a training management tool for Commanders, leaders, and other unit trainers.

CATS replaced the ARTEP-MTP as the guide for unit training. CATS identifies tasks to be trained, training audience, means (events), training gates, suggested frequency and duration. CATS also identifies the resources (Class III & V) required to support the training events. CATS will be accessible at a later date.

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### **AG MUSEUM**

**ARTIFACT ACQUISITION:** New acquisitions to the historical artifact collection include an assortment of items belonging to Sergeant Major Larry Strickland on loan from Mrs. Debra Strickland; and a donation of items belonging to LTC Stephen N. Hyland from his father, Mr. Stephen Hyland. Contact Ms. Fouste if you have noteworthy artifacts to donate.

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